

## CHAPTER 15

### Employee-Management Relations

#### 15.1 Objective

The Board of Supervisors believing that the County government shall give full consideration to the concerns of its employees, encourages employees to participate in the decision-making process that affect their employment with Fairfax County.

#### 15.2 Advisory Councils and/or Committees

- 1 The County Executive shall establish advisory councils and/or committees to represent all employees and shall arrange for meetings to consider recommendations or questions of interest to these groups.
- 2 In the development of rules and regulations affecting the competitive service, the County Executive shall consult at the planning stages, when feasible, those employees who will be affected by such provisions.
- 3 Representatives of employee groups are encouraged to present testimony to the Board of Supervisors at times made available for this purpose during the Board's regular business meetings.

#### 15.3 Policy Statement

Provisions for communication between the County government and its employees:

- 1 Are not intended to restrict the communication between appropriate administrative staff members and other employees in administrative and supervisory matters delegated by the Boards to the County Executive and staff.
- 2 Are not intended to limit the opportunities for informal communications.
- 3 Recognize the integrity of the grievance procedure and exclude those incidents to which the formal grievance procedure is applicable.
- 4 Shall be implemented without fear of reprisal.